

CHAPTER II

Initial Appointment of Faculty

A. Criteria for Initial Appointment

Faculty Appointment and Evaluation Policies," Chapter IV. Exceptions to these requirements for initial placement in academic rank or special academic rank positions shall be submitted to the chancellor or chancellor's designee for approval prior to a final selection decision.

B. Academic Titles

Natural Science Unit Criteria
Approved xx xx, xxxx at Faculty Senate Meeting #x.

specified in the annual workload agreement document, the part(s) defining the position may not.

CHAPTER III

Periodic Evaluation of Faculty

It is expected that the criteria for assistant professor are to be met for the fourth year comprehensive review. For promotion to and tenure as associate professor, ~~an assistant professor has to meet the criteria at the associate level. For~~

promotion to full professor an associate professor has to meet the criteria for full professor. Criteria for associate and full professor include an assumption that criteria at the previous level(s) continue to be met. Listed examples are not meant to imply that all of those provided are equally meritorious. Workloads vary between faculty members in their relative emphasis in the tripartite areas. Therefore expected amount of activity in teaching, research and service should ~~be considered in the context of the faculty member's workload.~~

A. General Criteria

Criteria as outlined in "UAF Faculty Appointment and Evaluation Policies," Chapter IV, *and Natural Sciences Unit Criteria, Standards, and Indices*, evaluators may consider, but shall not be limited to, whichever of the following are appropriate to the faculty member's professional obligation: mastery of subject matter; effectiveness in teaching; achievement in research, scholarly, and creative activity; effectiveness of public service; effectiveness of university service; demonstration of professional development and quality of total contribution to the university. *Tripartite faculty applying for tenure and/or promotion are strongly encouraged to give a seminar on*

their research to their peers before the peer-unit committee meets in that year to aid in these considerations.

For purposes of evaluation at UAF, the total contribution to the university and activity in the areas outlined above will be defined by relevant activity and demonstrated

B. Criteria for Instruction

A central function of the university is instruction of students in formal courses and supervised study. Teaching includes those activities directly related to the formal and

informal transmission of appropriate skills and knowledge to students. The nature of instruction will vary for each faculty member, depending upon workload distribution and the particular teaching mission of the unit. Instruction includes actual contact in classroom, correspondence or electronic delivery methods, laboratory or field and preparatory activities, such as preparing for lectures, setting up demonstrations, and preparing for laboratory experiments, as well as individual/independent study, tutorial sessions, evaluations, correcting papers, and determining grades. Other aspects of teaching and instruction extend to undergraduate and graduate academic advising and

particularly as their major advisor, curriculum development, and academic recruiting

g. may receive prizes and awards for excellence in teaching.

2. Components of Evaluation

Effectiveness in teaching will be evaluated through information on formal and

informal teaching, course and curriculum material, recruiting and advising, training/guiding graduate students, etc., provided by:

a. systematic student ratings, i.e. student opinion of instruction summary forms,

and at least two of the following:

➤ ***Professor: Significant contributions to the instructional program are***

course and curriculum offerings, securing funds to enhance instructional and/or laboratory settings, leadership in departmental level curriculum core revisions, student learning outcome assessments, student advising, and mentoring of graduate students to the completion of their degree. The faculty must show a consistent record of high quality teaching.

C. Criteria for Research, Scholarly, and Creative Activity

Inquiry and originality are central functions of a land grant/sea grant/space grant university and all faculty with a research component in their assignment must remain active as scholars. Consequently, faculty are expected to conduct research or engage

c. Presentation of research papers before learned societies that accept papers only after rigorous review and approval by peers.

d. Exhibitions of art work at galleries, selection for these exhibitions being based on rigorous review and approval by ~~using recognized artists or critics~~

e. ~~Performances in recitals or productions, selection for these performances~~

natural sciences (with the option of research in science education). This should include several of the following:

- Recruiting and mentoring graduate and/or undergraduate research students*
- Peer-reviewed publications from research performed at least in part during their current appointment*
- Proposals that were either funded or received favorable reviews.*
- Acquiring data that promises to result in publications*
- Establishing a professional reputation that demonstrates visibility in the scientific community*
- Presentations such as talks or poster presentations at scientific meetings*

➤ Associate Professor: Must have established an appropriate research

program. The faculty member should show independence and leadership

by generating research ideas that translate into projects that involve

graduate students and may also include undergraduate students

independence is also demonstrated through acquisition of external

student involvement including successful mentoring of graduate students. The research program should demonstrate:

- Evidence of an international reputation that should include several examples of the following: professional activities or presentations at meetings, citations of publications, documented opinions of other scientists in the field, invited talks, book chapters, professional awards, and invitations to serve on steering committees, review panels, and working groups.*
- Evidence of an on-going, professional, independent research program that should include examples of the following: publication quality and quantity indicated by the number of citations, the quality of the journals as indicated by their impact factor, and/or external reviews stating the papers made major contributions. The faculty members acquisition of external funding should be described, including a description of the faculty member's contribution to collaborative projects.*
- Evidence of mentoring of graduate students that should include several examples of the following: student graduation, a significant body of student presentations, student awards, or student grant successes, and professional placement of students.*

Importance of funding graduate students in research programs is also

1 Public Service

Public service is the application of teaching, research, and other scholarly and creative activity to constituencies outside the University of Alaska Fairbanks. It includes all activities which extend the faculty member's professional, academic, or leadership competence to these constituencies. It can be instructional, collaborative or consultative in nature and is related to the faculty member's

discipline or other publicly recognized expertise. Public service may be systematic activity that involves planning with clientele and delivery of information on a continuing, programmatic basis. It may also be informal, individual professional contributions to the community or to one's discipline or

f. Service on a national or international review panel or committee.

g. Serving as a mentor/advisor committee member or external examiner for

students at other institutions.

4. Evaluation of Service

Each individual faculty member's appropriate responsibilities in service shall be

reflected in annual workload agreements. In formulating criteria, standards and

E. Criteria for Curation as a service component when relevant.

Curators at the University of Alaska Museum (UAM) can hold a tenure-track faculty position. Rank and tenure are held within departments at UAF, and Curators are thus treated as joint appointments between a department and UAM. As is the case for all tenure-track faculty at CNSM, Curator's performances are evaluated on the basis of their activities in teaching, research, and service.

- 1. Curation involves the management and development of a formally recognized University collection that exists to serve as a research resource for students and**

curatorial activities include, but are not limited to:

Evidence of curatorial ability and a commitment to developing and managing research collections relevant to the area of specialization includes the following:

- a. Curators will develop the collections as a permanent record of the natural and/or cultural diversity of Alaska, the Circumpolar North, and beyond and as a research resource for studies of biological and/or cultural diversity.*
- b. Collections care includes responsibility for the physical condition and storage of objects/specimens, corresponding documentation, budgetary management, and annual reports.*
 - 1. Curators will preserve the specimens, artifacts, objects, and material under their purview through the use of methods and techniques professionally accepted within their respective disciplines.*
 - 2. Curators will ensure that all records and field notes concerning collection materials are maintained in a secure fashion and meet or*

exceed documentation standards for their respective discipline.

- 3. Curators will maintain current accession files, deaccession files and*

Active solicitation for external funds to support curatorial activities and collections-based research must be evident.